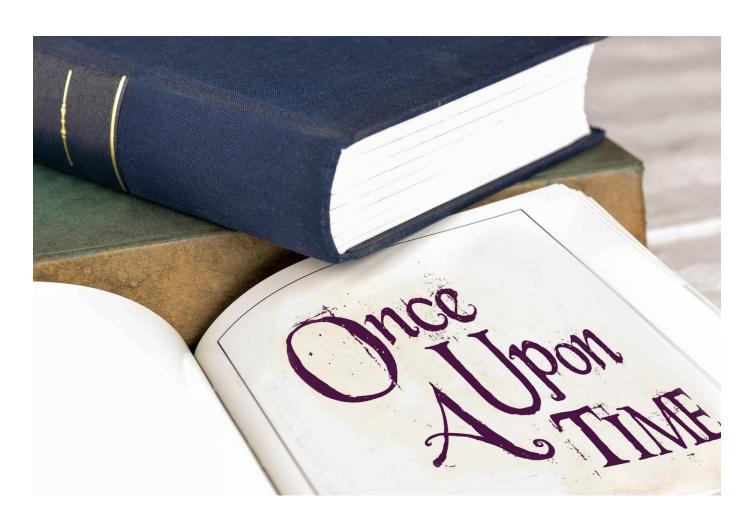
INTERSECTIONALITY

BRIDGING THE IDENTITY GAP

DEMETRIA MILES-MCDONALD FOUNDER & CEO DECIDE DIVERSITY

STORY TIME!



DIVERSITY TODAY



ARE WE SEEING THE RESULTS WE DESIRE?

- 24 Women CEOs of Fortune 500 Companies
- 3 Black Men CEOs of Fortune 500 Companies
- 11 Latino Men CEOs of Fortune 500 Companies
- 2 LGBTQ CEOs of Fortune 500 Companies

 4 Women of Color CEOs of Fortune 500 Companies

ARE WE SEEING THE RESULTS WE DESIRE?

- Out of 5,488 Fortune 500 Board Positions, white men occupy 3763 seats (68.5%)
- 1100 White women (20%)
- 306 Black men (5.5%)
- 122 Black women (2.2%)
- 123 Asian men (2.2%)
- 44 Asian women (0.8%)
- 147 Latino men (2.6%)
- 41 Latina women (0.7%)

WHY NOT?

Race (Latina) Gender Sexual Identity Orientation (Woman) (Lesbian)



Occurs when a person identifies with two or more minority, oppressed, or marginalized groups.



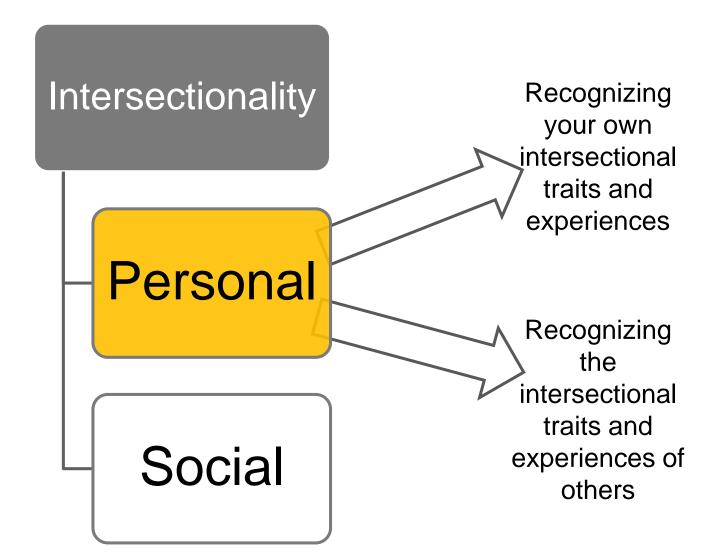
KIMBERLE CRENSHAW



SOJOURNER TRUTH



INTERSECTIONALITY



EARLY RESEARCH



Combine the experiences of African American men and White women



Experiences of African American Women

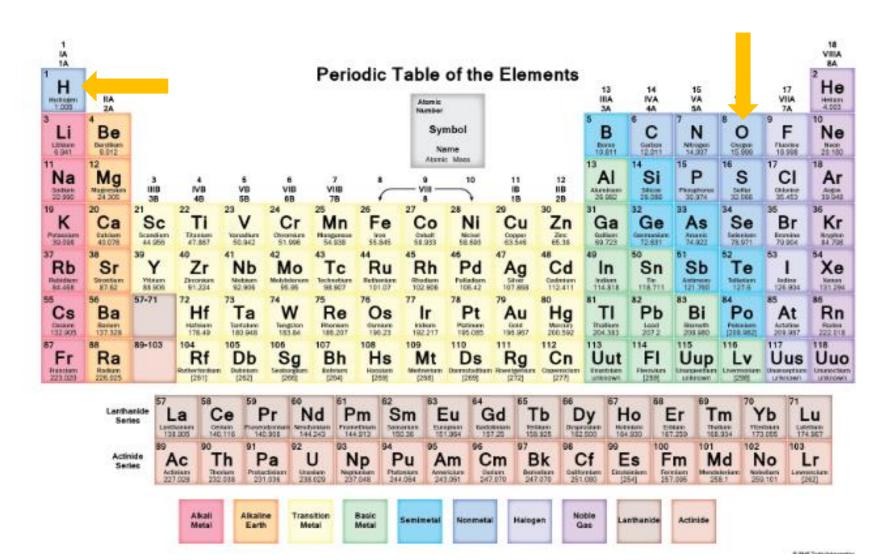


RECENT DEVELOPMENTS



Less like math, more like chemistry

HIGH SCHOOL CHEMISTRY



THE COMBINATION OF ELEMENTS CREATES A UNIQUE COMPOUND- H₂O

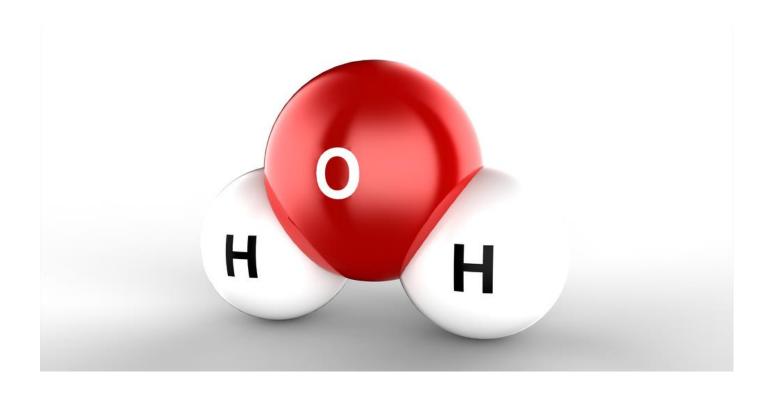


Table of Diversity[®] Mc What's Your Diversity Formula? Multiracia To learn more, visit www.tableofdiversity.com Nh Tr At Nb Mo An Pd Ga Up Ex Pi Ad Ms Gu Androgynous Agender As R Re Fo Bb Mu Sr Hn Ba Ae Ai Ex St Se Mi MI Nd Tr Sa Gx Ur IS As Ac Co Ma Bi Ad Ηi FI Bu Hs BI Su ΕI Gy Lm Rc Wh Fe Ru St Single Ch Mt Bo Le Da La Gz IC Lo Or 0i 0s 0 Oe Ethnicity Op Oc **Og** Religion Ov Ow Oa Or Od 0mOu

^{*}Bold text signifies traits of the "mythical norm"





GET OUT OF THE BOX

Diversity Formula instructions

- 1. Go through *each* diversity group and circle the element(s) that best describe you
- 2. If there is more than one diversity element in a group that describes you, circle all that apply
- 3. If none of the elements describe you, circle the element at the bottom/end and create your own

Bl₃FeSaSu₂GyNp₂Mr₂MiCh₅OgMs

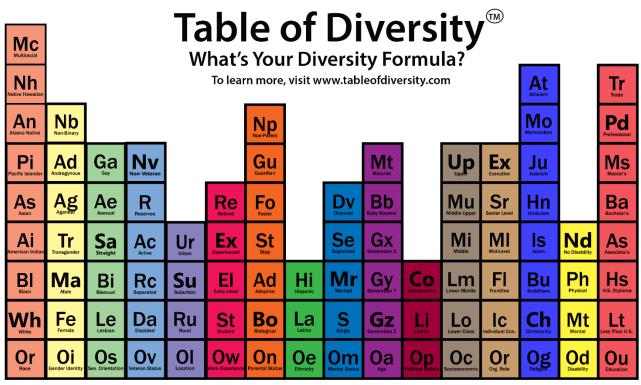
Table of Diversity[®] Mc What's Your Diversity Formula? To learn more, visit www.tableofdiversity.com Nh Tr At Nb Mo An Pd Ad Ga Gu Ex Ms Ju Androgynous Agender Fo R Bb Mu Sr Hn Ba As Re Ae Se Ai Tr Ex St Mi MI Nd Sa Ur Gx IS As Ac Ma Suburban ΕI Ad Hi Mr Co FΙ Ph Hs BI Bi Gy Bu Rc Lm H.S. Diploma Single Fe Da Disabled Wh Ru St Bo Ch Mt La Gz Le Lo IC Oi 01 0s Ow Oa Or Ov **Og** Religion On 0e Qp Oc Or Od Ou

^{*}Bold text signifies traits of the "mythical norm"





THE MYTHICAL NORM IS THE STANDARD



^{*}Bold text signifies traits of the "mythical norm"





PRIVILEGE & OPPRESSION

Privilege- A special advantage, immunity, permission, right, or benefit granted to or enjoyed by an individual or class. It is often invisible to those who possess it. This advantage is often exercised to the exclusion or detriment of others.

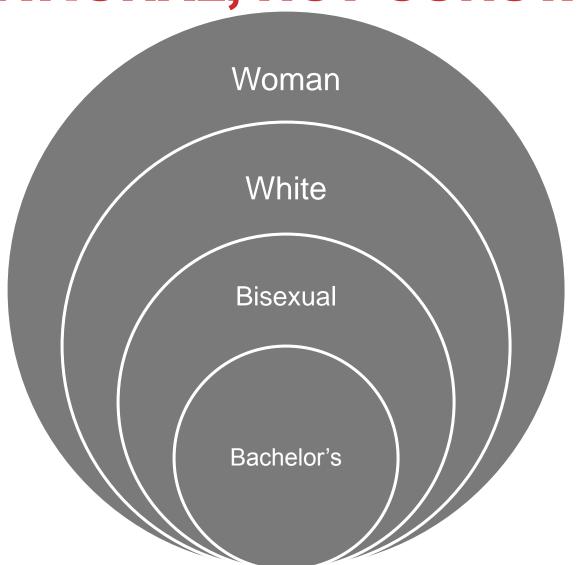
Oppression- the state of being subjected to unjust treatment or control



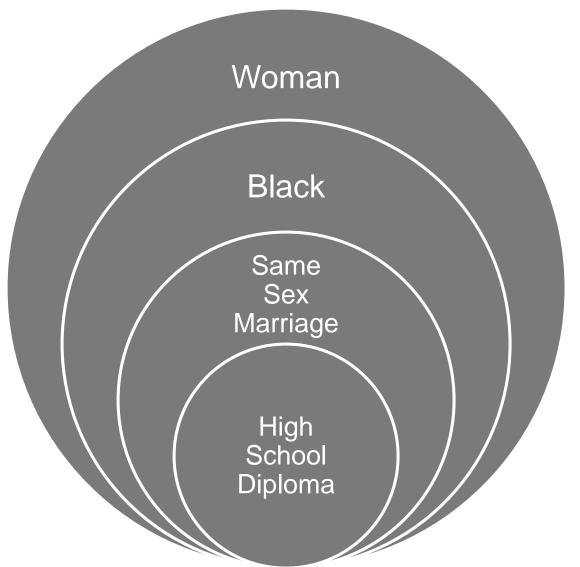


INTERSECTIONALITY BEST PRACTICES

INTERSECTIONAL PRIVILEGE IS SITUATIONAL, NOT CONSTANT



INTERSECTIONAL OPPRESSION IS BLENDED*



DEGREES OF SEPARATION IDENTITY GAP



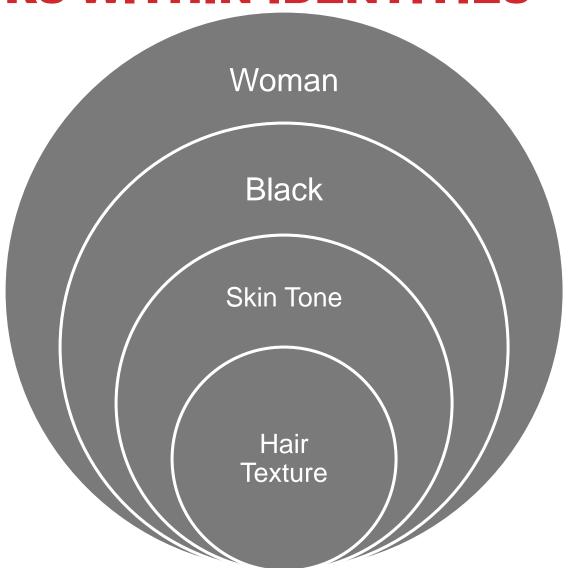
Mythical Norm

Man White Non-Veteran Heterosexual Suburbs Married **Biological Parent i**Generation Executive **Upper Class** Conservative Christian No Disability PhD, MD, etc.



Woman Black Non-Veteran Heterosexual Urban Married Not a Parent **i**Generation Executive **Upper Class** Conservative Christian No Disability **High School Grad**

INTERSECTIONAL OPPRESSION OCCURS WITHIN IDENTITIES



COLORISM



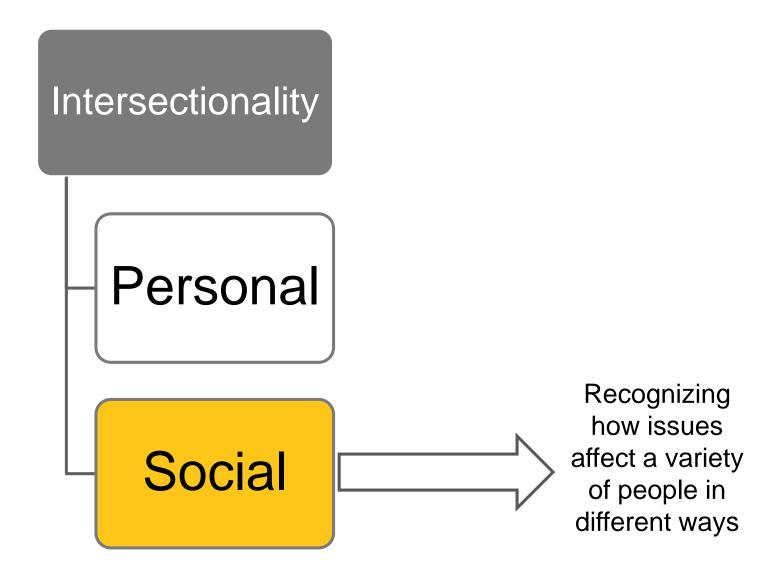
HAIR TEXTURE



HOW DO YOU EXPERIENCE PRIVILEGE & OPPRESSION?



INTERSECTIONALITY



IDENTIFY A PROBLEM

Diversity Element: Lower Socioeconomic Status

Problem: Accessibility to Healthcare Providers

Possible Barriers?



WOMEN'S MARCH



BLACK LIVES MATTER



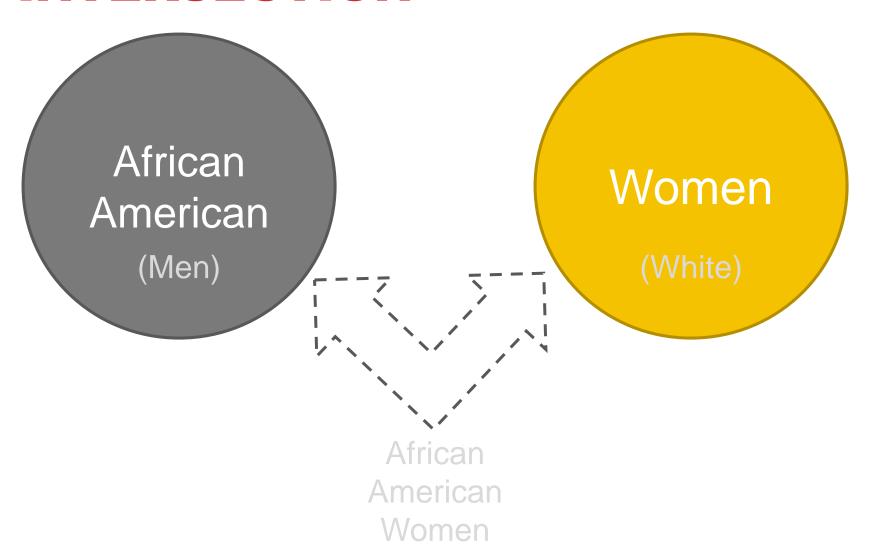
#METOO



LABOR UNIONS



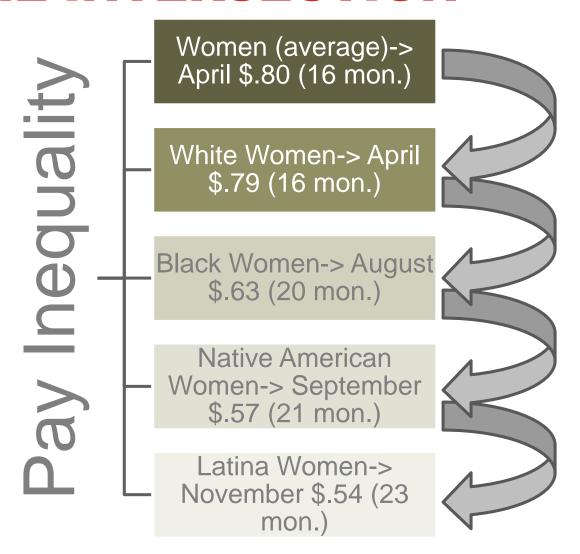
INVISIBILITY AT THE INTERSECTION



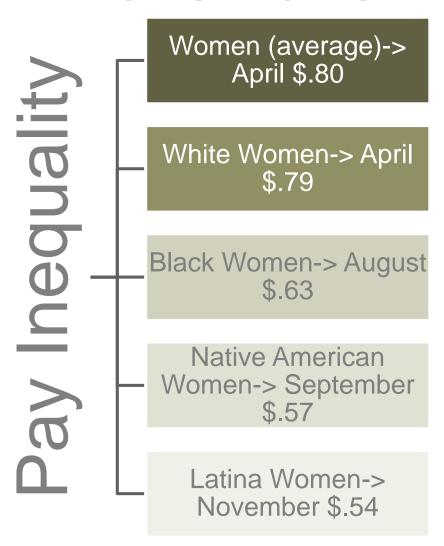
THE URGENCY OF INTERSECTIONALITY

- Out of 5,488 Fortune 500 Board Positions, white men occupy 3763 seats (68.5%)
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DISPROPORTIONALITY AT THE INTERSECTION

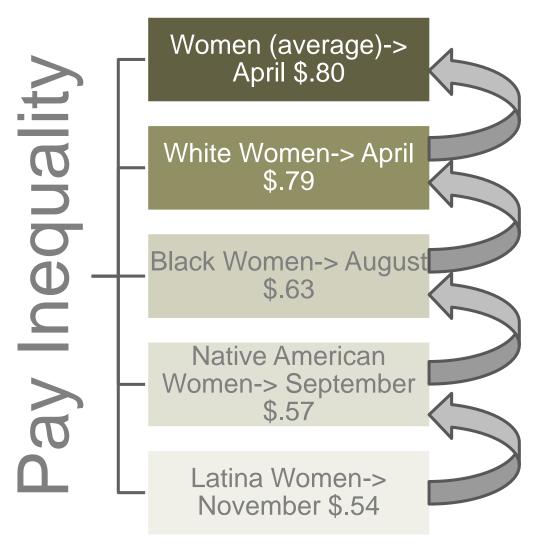


START AT THE INTERSECTIONS



Start Here!

START AT THE INTERSECTIONS



INTERSECTIONAL PERSPECTIVE



DISRUPTING DIVERSITY

VIA DELOITTE

"How can leaders build inclusive cultures that leverage employee potential at work? Answering this question requires us to critically revisit whether the existence of traditional employee resource groups and targeted diversity programs are paradoxically noninclusive"

INCLUSION COUNCIL



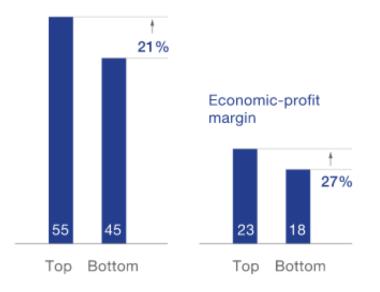
DIVERSITY AND INTERSECTIONALITY

Why Diversity Matters & Delivering Through Diversity

Gender diversity in the executive Team and board correlates with Stronger profitability.

Likelihood of financial performance above National industry median %

Gender diversity of executive team by quartile¹ EBIT margin²



Ethnic diversity in the executive team and board correlates with stronger profitability.

Likelihood of financial performance above national industry median, %

Ethnic minority diversity by quartile1



BRING YOUR ENTIRE SELF TO WORK

BIFeSaNvUrExGxChBa



- Director of Training and Development
- Grew up in Harlem
- Solved her organization's hiring problem

HAVE A MEDIA CLUB



LET'S CONTINUE THE CONVERSATION!

Text DIVERSITY to 502-414-0010 for resources, best practices, and a free *Intersectionality: Future of Diversity and Inclusion* guide